The A. F. of L. Weekly News Service gives news accounts and editorial interpretations of matters affecting labor and especially legislative, executive, and judicial fields, and contains other information of benefit to the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

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Where law ends tyranny begins.—William Pitt.

WHOLE NO. 1414 | WILLIAM GREEN, President | WASHINGTON, D. C., SATURDAY, MAY 21, 1938 | FRANK MORRISON, Secretary-Treasurer | VOL. 28, NO. 21

Doom of C. I. O. Seen By Morrison

Secretary-Treasurer of American Federation of Labor Says Federation's Membership Has Increased to 3,570,000 in the Last Two Years.

By A. F. of L. Weekly News Service.

Philadelphia, Pa.—Frank Morrison, secretary-treasurer of the American Federation of Labor, in an interview published in the Evening Public Ledger, strongly criticized the program of the Committee for Industrial Organization and predicted the dream of John L. Lewis "will be but a memory in a very few years."

Mr. Morrison was optimistic regarding the outlook for labor in America and said the organization possibilities were exceptionally fine."

"The spirit of organization is abroad," he declared, "and the only difficulty is the millions of unemployed. The only way to solve this problem is a shorter work day and shorter work week."

The slogan of the American Federation of Labor, he told the Evening Ledger, is "Reducing Hours and Increasing Pay." He predicted the enactment of legislation "very beneficial" to the workers.

With regard to the membership of the A. F. of L. Mr. Morrison said that in the last two years it has grown by 1,150,000, bringing the total membership up to 3,570,000, with 191 affiliated national and international unions, 850 central bodies in cities and towns, and state federations of labor in 48 states.

In confirming his opinion that the Committee for Industrial Organization is doomed to an early oblivion Mr. Morrison drew on his store of labor history gathered over a long period of time.

"In their (the C. I. O.) declaration for industrial organization, they are simply repeating what has been tried in the past," he asserted. "The Knights of Labor was an industrial organization. It tried to take in trade unions, and in the struggle the Knights were defeated. It ceased to exist and is now a memory.

"Now we have the C. I. O., which is waging active warfare against affiliated unions of the A. F. of L. I am certain that in a few years it will lie side by side with the Knights of Labor and Debs' organization, the I. W. W. and the One Big Union—just a memory."

The C. I. O., Mr. Morrison charged, represents an attempt to "have a minority become a dictator over a majority."

TWO DISTILLING FIRMS SIGN A. F. L. CONTRACT

Agreement With Jos. Seagram & Sons and Calvert Distilling Company Provides For Union Wages, Seniority Rights and Vacations.

By A. F. of L. Weekly News Service.

Toledo, Ohio—Frank J. Dillon in charge of the Toledo Office of the American Federation of Labor, announced that a mutually satisfactory agreement had been consummated between the American Federation of Labor, the Jos. E. Seagram & Sons, Inc., and the Calvert Distilling Company.

Negotiations between the company and representatives of the American Federation of Labor and its affiliated National and International Unions have been in progress during the past several months and it was stated that out of these conferences a satisfactory agreement stipulating wage schedules, providing for seniority rights, vacations and complete recognition of the American Federation of Labor with the union condition of employment included, resulted.

In commenting upon the agreement Mr. Dillon stated:

"This agreement is most significant and gratifying in many respects.

"1. Here one of the largest manufacturers and distributors of distilled spirits has recognized the principle of collective bargaining as enunciated by the American Federation of Labor, providing a contractural relationship embracing sound principles of collective relations predicated upon mutual good will and cooperative effort for the common good.

"2. This agreement is in strict conformity with the philosophy Rankin of American Federation of Labor in that tradesmen employed in the several plants become members of their respective organizations.

"Here was created in a constructive manner leadership and cooperative effort on the part of representatives of International Unions and of the American Federation of Labor in the interest of the perpetuation of collective bargaining for each classification of workers in an orderly, constructive manner.

This is the practical application of the principles of the American Federation of Labor to all classes of workers in one industry.

"The identity and right of each group is preserved, protected and improved, while all of the groups cooperating under the American Federation of Labor principle of organization are enabled to make a valuable contribution not only to their own well being but to the maintenance and advancement of all well.

"I was most favorably impressed with the attitude assumed by the responsible heads of this company in discussing our common problems throughout the conferences all parties diligently sought to work out an agreement which would be a credit to management, employes and the industry as a whole.

"I predict that the principles worked out in these negotiations will very materially influence the industry generally towards universal acceptance of the American Federation of Labor program as a proper employer-employe relationship in the distilling industry.

"We will continue to prosecute our organization campaign in the industry vigorously with a view to the achievement of the complete unionization of the distilling industry and the negotiation of practical and mutually satisfactory agreements.

"I am happy indeed to announce to the membership of the American Federation of Labor everywhere and in all of its friends that the controversy which prevailed between these companies and the American Federation of Labor for a period of time, has been terminated so harmoniously.

"The product of the Jos. E. Seagram & Sons, Inc., and the Calvert Distilling Company now merits and should receive the liberal patronage of the membership of the American Federation of Labor and its friends when making purchases of distilled products."

EDITORIALS

The Unemployment Tragedy Must End

The statistical picture of unemployment painted by Director John D. Biggers of the National Unemployment Census taken last November reveals in tragic outlines the never-ending misery of the unemployed army who are deprived through no fault of their own of the fundamental right to earn a decent living for themselves and their families through employment in the production of goods and the rendering of services necessary for the functioning of our economic system.

Pointing out that a total of 7,845,016 were registered in the census, Mr. Biggers said that 5,833,401 of the number registered they were totally jobless and that 2,011,615 declared they had emergency jobs provided by such groups as the Works Progress Administration, the National Youth Administration, the Civilian Conservation Corps, and others.

Unemployment according to the census is greater among workers under 25 and those over 45 years of age, 61.3 per cent of all the registered unemployed coming from these two groups.

In an endeavor to picture the large extent of this jobless army Mr. Biggers said that the total number of jobless registered by the November census is equal to the combined populations of Nevada, Wyoming, Delaware, Vermont, New Mexico, Arizona, Idaho, New Hampshire, Utah, Montana, North Dakota, Rhode Island, South Dakota, Maine and Oregon.

Visualized in this way it is declared, the magnitude of the unemployment problem is self-evident and the imperative need of corrective action must be apparent to everyone."

Reliable figures since the November unemployment census reveal that the jobless army is now in the neighborhood of 12,000,000.

The continuance of this unemployed army is a standing disgrace to our American industrial system. It should be ended promptly. As a step toward that achievement the American Federation of Labor urges the application of the thirty-hour week as a fundamental element in our system of production and distribution.

The Bureau estimates that when the three annual steps in wage increases and the two annual steps in hours reduction are in full effect, employers guilty of forcing on their employes the substandard labor conditions outlawed by the bill will have been required to increase the pay of approximately 850,000 workers in the manufacturing industries and to shorten the hours of about 2,500,000 salaried and wage earning workers.

With regard to hours it is understood the Bureau's estimate is based on the work week standards prevailing before the present business recession and not on the shorter hours enforced by employers during the last few months in support of the policy of spreading work to reduce unemployment.

From these reliable Bureau of Labor Statistics figures it is evident that the enactment of the Wages and Hours Bill will have not only a prompt but an increasingly large effect in raising the purchasing power of underpaid workers and in shortening the inordinately long work week normally prevailing in certain industries, both of which will be of incalculable value in ending the business recession and restoring prosperity.

Wage-Hour Bill Will Aid Millions

Instructive figures have been made public by the U. S. Bureau of Labor Statistics regarding the number of workers and industries who will be benefitted by the provisions of the pending Wages and Hours Bill which establishes a minimum wage of 25 cents an hour, increasing to 40 cents in three years and a work week of 44 hours, decreasing to 40 hours in two years, for all interstate commerce industries with no geographical or occupational differentials.

From these reliable Bureau of Labor Statistics figures it is evident that the enactment of the Wages and Hours Bill will have not only a prompt but an increasingly large effect in raising the purchasing power of underpaid workers and in shortening the inordinately long work week normally prevailing in certain industries, both of which will be of incalculable value in ending the business recession and restoring prosperity.

C. I. O. Tommyrot

The executive board of a C. I. O. conglomeration of professional and office workers reported to a delegate meeting of the group in Washington, according to the Washington Evening Star, that the American Federation of Labor may be forced to discontinuance of labor's labor movement and specifically declared "it was not John L. Lewis who vetoed unity" between the American Federation of Labor and the Committee for Industrial Organization.

This statement reveals one of two things. Either the C. I. O. officials who made it are densely ignorant of the truth and convey misinformation because of that ignorance or they know the truth and deliberately lie.

As far back as October, 1936, the Executive Council of the American Federation of Labor appointed a committee of three to undertake peace negotiations with the Committee for Industrial Organization. The C. I. O. was dominated by John L. Lewis, its chairman, refused to confer with the A. F. of L. committee until October, 1937, when a group of its representatives of the C. I. O. finally met with the committee of three representatives of the A. F. of L. in Washington.

After deliberations extending over a number of weeks the A. F. of L. and C. I. O. conferees reached a tentative agreement satisfactory to both groups. But Philip Murray, chairman of the C. I. O. conferees, insisted that the understanding should be submitted to John L. Lewis, the king of the C. I. O. This was done, and John L. Lewis, according to the report of the A. F. of L. committee, "vetoed" the understanding reached by the conferees and submitted a plan of his own which was unsatisfactory. The peace plan was swallowed, bait, hook, and sinker, further meetings of the conferees were useless. Faced with this situation, the peace conference terminated.

Despite these facts officials of professional workers union affiliated with the C. I. O. have the effrontery to blame the American Federation of Labor for the breakdown of peace negotiations and to declare "it was not John L. Lewis who vetoed unity."

Evidently the C. I. O. executive board who made this assertion are sufficiently adept in the practice of "tommyrot," which Webster's Dictionary defines as "false and empty talk," to make them one hundred per cent eligible for membership in any and all Ananias clubs.

Millions of Farms Lack Electricity

Despite the commendable efforts of the Rural Electrification Administration, established by the Government to provide electric light and power at reasonable rates for farmers outside the areas served by private utility companies, 5,719,637 farms in the United States are still deprived of this fundamental element in agricultural activity, according to a statement by Representative E. E. Reed of Massachusetts in support of his proposed amendment to the three billion dollar spending-lending bill providing for the allocation of $200,000,000 for rural electrification apportioned among the various States.

In an instructive summary of the equitable reasons for the allocation, Mr. Rankin brought out the fact that rural electrification in the United States is far more limited than in many foreign countries where a large portion of the farmers have the benefits of electric light and power.

"We are asking for nothing but common justice for the people in the agricultural States," Mr. Rankin said. "Seven years ago, 10,000 more than one year on rural electrification, it would take something like ten years to bring this country up to the standard. Only about 10 per cent of our farms have electricity in their homes. Look at other countries and note the difference. Practically every country in Europe has at least 90 per cent of its farms using electricity. That is true in France, Germany, Norway, Sweden, and Switzerland. In Holland and Switzerland they have practically 100 per cent of their farms electrified, and France and Germany are making strenuous efforts now to bring theirs up to that point. Even Japan has 90 per cent of her farms electrified.

"This is an agricultural country, the greatest agricultural country in the world, and yet we are lagging behind the other leading nations of the world in rural electrification."

Turning to the justice of his $200,000,000 proposal and its effect on the unemployment situation, Mr. Rankin continued:

"We want these funds allocated through the Rural Electrification Administration and advanced to the farmers of the Nation or their cooperative and non-profit associations on the same loan and grant basis as that employed by the Public Works Administration in allocating funds for municipal improvements. This will enable us to reach hundreds of thousands of farmers that never can be reached under the present program. We want to electrify every farm home in America at the lowest possible rates.

"This will not only benefit the farmers in every State, but it will also aid employment in every State."

BAKERS WIN STRIKE

Tracy City, Tenn. (AFL-WNS)—The Sagerstone Baking Company here, following a week's strike, signed a closed shop agreement with Local 25, Bakery and Confectionery Workers Union. The Company now meets and should receive the liberal patronage of the membership of the American Federation of Labor and its friends when making purchases of distilled products."

THE DEFEAT OF THE C. I. O. IN PENNSYLVANIA PRIMARIES

By WILLIAM GREEN
President, American Federation of Labor

The primary election returns from Pennsylvania show that every C. I. O. candidate was defeated. The C. I. O. puppets, Mr. Kennedy and former Governor Pinchot, lost in the Democratic and Republican primaries for Governor.

The vote must be interpreted as an expression of resentment by the citizens of Pennsylvania against the attempt of the C. I. O. dictator, John L. Lewis, to seize political control of the State.

Even the mining sections of the State showed in the returns that the mine workers and their friends asserted their independence when they were accorded an opportunity to vote by secret ballot. They repudiated the C. I. O. dictatorship.

The Democratic voters also repudiated the eleventh-hour attempt of Chairman Farley of the Democratic National Committee to deliver political control of the State to Lewis, a life-long Republican, who supported Presidents Harding, Coolidge and Hoover and never voted a straight Democratic ticket in his life.

It has now become abundantly clear that no candidate who bears the C. I. O. brand can be elected to high public office in this country. The primaries were extremely significant in this respect—they proved the C. I. O. is a political liability, not a political power.

The results confirmed and established the wisdom of the American Federation of Labor's non-partisan political policy of supporting labor's friends and opposing its enemies. Every candidate endorsed by the Pennsylvania Federation of Labor, our State branch, was victorious.

I congratulate the officers and members of the Pennsylvania Federation of Labor for their effective demonstration of loyalty to the best interests of labor.

BOOKBINDERS BROTHERHOOD HAS FINE 46-YEAR RECORD

First Independent Union Was Organized in Washington, D. C., in 1850, President Haggerty Says. Forty-Hour Week for Entire Bookbinding Industry Is Included Among Many Benefits Secured Through Efficient Organization.

By A. F. of L. Weekly News Service.

The Bookbinders have a creditable record of achievement by the International Brotherhood of Bookbinders in benefitting men and women employed in the bookbinding industry was presented in a radio address delivered by John P. Haggerty, president of the International Brotherhood, over the NBC News Review broadcast over station WJSV of the Columbia Broadcasting System.

Tracing the history of organized bookbinders back to Washington, D. C., in 1850, when a local union was established, President Haggerty said the International Brotherhood of Bookbinders was organized in 1892 and was chartered by the American Federation of Labor in 1896. Since then its progress has been steady throughout its entire jurisdiction, which includes the United States and Canada.

TEXT OF HAGGERTY'S ADDRESS

The text of Mr. Haggerty's radio address follows:

"The opportunity offered to union officials by the 'Labor News Review' to come here and tell their own story in their own way to a vast radio audience is a worthy public service that is contributing to better understanding and mutual progress.

"The International Brotherhood of Bookbinders, which I have the honor to represent as president, is a typical proud of its history, of its accomplishments and of its sound position in the nation today.

Early History Traced

"The Brotherhood was organized May 1, 1892, at Philadelphia. However, bookbinders were organized in Knights of Labor Assemblies during the early days of that organization, and as independent union of bookbinders, now a part of our Brotherhood, was formed in Washington, D. C., in 1850.

"When the International Typographical Union was formed in 1852, some bookbinders became a part of the I. T. U. which at the beginning embraced the entire printing industry. Bookbinders were the second of the I. T. U. divisions within the I. T. U. following the pressmen. Two years after the organization of our International Brotherhood, in 1892, the I. T. U. formally recognized our union and promptly released its comparatively few bookbinders to the Brotherhood.

"The International Brotherhood of Bookbinders, which was incorporated in 1903, became a part of our Brotherhood, December 21, 1915.

Chartered by A. F. of L. in 1896

"The International Brotherhood of Bookbinders was chartered by the American Federation of Labor March 24, 1896, and it has been a part of our union to cooperate fully with the A. F. of L. federation and with all allied trades in the printing industry, from the very beginning.

Objects of Brotherhood

"Among the stated objects of our Brotherhood are: To attain a uniform scale of wages, hours of labor, apprenticeship for the perpetuation of the trade; the abolition of unjust, inhuman and degrading contract agreement, the insidious task and bonus systems; to secure to the men and women of our craft the full enjoyment and compensation of the wealth they create; to agree to arbitrate all differences existing between the employer and employed and to promote such laws as will have a tendency to create harmony between employer and employe, and to secure the enactment of the bookbinding industry."

Our territorial jurisdiction includes the United States, its possessions and the Dominion of Canada.

Initiative and Referendum Used

"General legislation is enacted at our conventions. However, legislation may also be by referendum. The initiative and constitutional amendments adopted by referendum only. Referendum is secured by vote of the membership. Local unions are autonomous within the limits of International Constitution.

"The Brotherhood admits both men and women and all competent, mechanically provides that one and fifth class workmen shall be known.

"It should therefore be clear to all that we have a very democratic Brotherhood, in which the will of the general membership is the ruling force.

Many Achievements Listed

"The International Brotherhood of Bookbinders, now nearing a half century of service, despite many adverse, unfortunate circumstances, has made considerable progress. Hours, wages and working conditions have been improved. The 40-hour week now prevails throughout practically all of the industry.

"The long and honorable record of the Brotherhood has finally become apparent to employers, and as a consequence the result that our membership has grown to 16,000 members in good standing. We face the future with a thoroughly justifiable confidence.

Functions of Allied Printing Trades Association

"You have been told that I have also been, since 1911, president of the Allied Printing Trades Council, which is composed of the Boards of Governors of the International Allied Printing Trades Association of North America. The Association comprises the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Stereotypers' and Electrotypers' Union, the International Photoengravers' Union and the International Brotherhood of Bookbinders. This Association has local Allied Printing Trades Councils throughout the North American Continent. It has for its purpose the securing of uniformity among the Allied Printing Trades Union Label, Card and Button, a list of which the Association may properly render.

Copyright Convention Opposed

"Occasionally, however, conditions finds it advisable to participate in legislative matters, for the protection of the printing industry and for the welfare of our great nation. Currently, this is true with respect to the International Copyright Convention. Executive Session S, now pending in the Senate of the United States. A brief, which the Bookbinders' Journal, March-April 11, 1938, in support of a request for recommital and reconsideration of the Copyright Convention, reveals clearly its insidious destructive features.

"For example, the present Copyright Law, which extends to the printing trades workers some protection in requiring manufacture within the United States of certain copyrighted works, would be nullified by ratification of the Convention. We are, as always, supporting employers in the printing industry, but as always, also, in this instance as always, the Associated Printing believes it is among the best interests of all the people of our beloved country."

The agreement provides wage increases and other considerations for the workers. Upon request by Mr. Myers, Conference Department of Labor Conciliator, brought the parties together in a series of conferences and helped in working out satisfactory terms of the contract. Approximately 400 workers are affected.

TEXAS SHRIMP WORKERS SECURE UNION CONTRACT

Closed Shop and Wage Increases Included in Agreement Finalized by A. F. of L. at Galveston.

By A. F. of L. Weekly News Service.

Galveston, Texas.—A closed shop contract, believed to be the first in the shrimp industry in this country, was signed at Galveston on May 3. Harry W. Acreman, executive secretary of the Texas State Federation of Labor announced. The agreement is between Local No. 21044 of the American Federation of Labor and leading shrimp-producing concerns operating in Galveston.

Besides the closed shop feature, the agreement provides wage increases and other considerations for the workers.

Then President Bob Gritta of the Galveston Labor Council asked the Department of Labor to assign Mr. Myers to the case in an effort to bring the two parties together. He arrived in Galveston April 22, and went into a series of conferences with representatives of both sides. The agreement resulted.

Low Wages and Long Hours Injure Both Workers and Their Employers

House Labor Committee Declares Federal Wage and Hour Bill Fixing a National Floor For Wages and a National Ceiling For Hours Should Receive the "Overwhelming and Patriotic Support" of All Members of Congress.

By A. F. of L. Weekly News Service.

Washington, D. C.—Unanimous support by all members of the House of Representatives of the Federal Wages and Hours Bill drafted by the House Labor Committee as an amendment to the bill already passed by the Senate was urged in the report of the Committee to the House recommending prompt enactment of the measure.

The report, submitted by Mrs. Mary T. Norton, chairman of the Labor Committee, stressed the point that wage reductions applied over large areas are the beginning of a deflation menacing the very existence of our Government and declared that the minimum wages and maximum hours prescribed in the bill and applied nationally to each industry affected will be beneficial to all parties concerned.

Pointing out that "in May of 1937 the President sent to Congress a message urging the passing of legislation to raise the wages and shorten the working hours of the underprivileged of our country," and that recently "he reiterated the hope that Congress would enact such legislation," the report continued:

"The need for its enactment during the present session of Congress is urgent. In the last few months there has occurred an alarmingly sharp decline in business activity. With that decline have come the inevitable wage cuts which the great mass of American business men so deplore but are helpless to prevent. These business men know that wage cutting sets in motion a vicious spiral of deflation which, if allowed to gather sufficient strength, may threaten the foundations of government itself.

"The Federal Government cannot and should not attempt to regulate the wages of all wage earners throughout the United States. But the Federal Government cannot by its inaction permit the channels of commerce to be used to set in motion this spiral of deflation in motion. It cannot and should not permit our great interstate industries to become engulfed. It cannot in silence see the channels of commerce used to spread suffering and destitution.

End of Oppressive Wages Urged

"During the last few years unprecedented demands have been made both upon the Federal Government and upon State and local governments for relief and work relief. Unless the wages paid by private employers are sufficient to maintain the bare cost of living, such demands will necessarily continue.

"The payment of oppressive wages is not only detrimental to interstate commerce and to the health and well-being of employes of employers engaged in such commerce, but also constitutes a direct burden for the support of such employes upon Government.

"Government cannot indefinitely provide what is in effect a subsidy to such employers—a subsidy made necessary by the inability of the great majority of such employers to maintain fair labor standards in the face of wage cuts by their competitors.

"The committee amendment will go far toward ending this unfair practice. It establishes a floor for wages, and a ceiling for hours, and abolishes child labor. It provides for gradual automatic increases in wages and gradual automatic decreases in hours in order to lessen severe economic dislocations. At the end of a two year period it will be required by law to observe wage and hour standards higher than those now applicable to his competitors.

"No employe in any part of the United States in any industry affecting interstate commerce need fear that the fair labor standards established by the employer will be jeopardized by oppressive labor practices maintained by those with whom his employer competes.

"The committee amendment should receive the overwhelming and patriotic support of both great parties."

WORKERS' RIGHTS ARE UPHELD IN SUPREME COURT DECISION

Ruling in Mackay Radio Case Involving Labor Relations Act Affirms Principle That Workers Who Strike Retain Their Status as Employes.

By A. F. of L. Weekly News Service.

Washington, D. C.—The following review of the decision of the Supreme Court in the Mackay Radio and Telegraph Company case, involving the National Labor Relations Act, was prepared by Joseph A. Padway, counsel for the American Federation of Labor:

"The United States Supreme Court in the recent case of Mackay Radio & Telegraph Company v. National Labor Relations Board, decided Monday, May 16th, has affirmed a principle of vital importance to the entire labor movement.

The principle long contended for by labor is that the employe by going out on strike against his employer does not lose his status as such employe, but, on the contrary, retains all rights and is entitled to all of the benefits of such status. The principle has been set forth in the Wagner Act, and the decision of the Supreme Court represents an important affirmation of labor's right in this respect.

In a unanimous opinion the court upheld an order of the National Labor Relations Board requiring reinstatement of five strikers whom the company refused to take back at the end of the strike because of their union affiliation and activity. In answer to the contention of the company that the men were no longer employes and therefore not entitled to the benefits of the Wagner Act that no discrimination be made in the employment because of their union membership the court stated:

"The plain meaning of the Act is that if men strike in connection with a current labor dispute their action is not to be construed as a renunciation of the employment relation and they remain employes within the purposes specified in the Act."

In this decision the working man need not fear the loss of all his rights as an employe or the sacrifice of privileges built up perhaps over a long period of years, when he goes on strike. Rather the decision in the Kansas City Stock Yards case (Morgan v. Wallace, decided May 9th, 1938) it was feared that the efforts of the Board to protect the rights of the worker would be seriously hampered because of procedural requirements. The Mackay case it was made clear that the decision in the stock yards case will not be construed as a technical limitation to any particular form of procedure. All that is necessary is that the parties be fully informed of the charges against them and given an opportunity to be heard concerning them.

Under the Wagner Act Congress had prescribed no particular detailed mode of procedure. In this case the court said all that the Board must do to fulfill the substantial requirements of appraising the parties what they are being charged with and giving the parties an opportunity to be heard and review any such charges.

BOOKBINDERS WIN STRIKE

Cincinnati, Ohio (AFL-WNS)—Members of Bookbinders Union, Local 70, have won a strike against the Cincinnati Bookbinding Company, which has been in effect since April 1. The agreement provides for a 40-hour week, a 10 per cent wage increase, and a closed shop.